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15 DEC 1976

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MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM : F. W. M. Janney  
Director of Personnel

VIA : Deputy Director for Administration

SUBJECT : Survey of Interest in Facilities for Physical  
Conditioning, Recreational and Social Activities

John F. Blake  
17 DEC 1976

1. This memorandum is for your information.
2. A survey questionnaire was forwarded with Employee Bulletin 544, dated 27 October 1976, asking for the opinions of all Headquarters employees on a number of questions related to the providing of facilities for physical conditioning, recreational and social activities. A copy of that survey, including notations of the responses, is attached. A total of 3,095 questionnaires were returned, representing [REDACTED] While not eliciting complete data on which to plan an ideal complex, the survey did provide some insight into what Agency employees would like to have, the extent to which they feel their employer should provide physical conditioning and recreational facilities, and their willingness to contribute funds for such facilities.
3. The first question on the survey asked the employee's opinion regarding the need for a multi-purpose activities center and what impact it would have on employee morale. Approximately 30% of the respondents indicated this was urgently needed and would greatly contribute to morale. Conversely, 10% felt this to be unnecessary and not an influence on employee morale. Over half of those who participated in the survey indicated moderate interest in an Agency multi-purpose center.
4. Question 2 attempted to determine employees' opinions on who should be permitted to use the facility. Approximately one out of four prefer use to be restricted to Agency employees. An equal number want to be able to bring in outside guests. Half of the responses indicated a preference for restricting admittance to Agency personnel and members of their immediate families.
5. Questions 3, 4, 5 and 6 were to determine how frequently, by whom, and at what time the center would be used. Most significant of the information gained from these questions was the fact that:
  - a. Almost half indicated they would utilize the facility frequently and an additional one-third said they would use it occasionally.
  - b. Approximately one out of four responded that family participation was not applicable to them.
  - c. The greatest expected use would be on weekends.

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own time. Many wished to give a plug for their favorite sport by singling out tennis courts, or handball, or an indoor pool, or new softball fields, as a must. Those commenting against the proposal, although not a majority, were substantial and presented one or more of four arguments against increasing recreational facilities. Most prominent was the opinion that this is not the Agency's responsibility and would be an improper use of the taxpayer's money. Second was a strong concern that this would result in bad publicity for the Agency at a time when it can least afford it. Third was the idea that the providing of facilities would foster paternalism, clannishness, and inbreeding when more community participation by employees should be stressed. Fourth was the concern on the part of some that their work environment (office space) was already substandard and the providing of recreational facilities should be secondary to improving this situation.

10. In summary, the degree of employee interest expressed in the survey would not appear to provide overwhelming support for a recreational building. The survey does, however, indicate the strong interest that many employees have in fitness, exercise, and athletic activities and the desire to engage in these activities at their work location. There was also a frequent expression of opinion that the existing facilities should be improved and expanded and additional facilities should be made available to employees working in other than the Headquarters Building. It is therefore our intention to:

a. make the results of this survey available to the Board of Directors of the Employee Activity Association for their consideration in connection with EAA budget planning and future activities, and

b. present the results of the survey to the Deputy Director for Administration after which we will initiate discussions with him and appropriate personnel of his office regarding improvement of present exercise and athletic facilities, availability of space for exercise facilities in other buildings (especially Rosslyn), and inclusion of recreational activities in the planning of new buildings.

(Signed) F. W. M. Janney

F. W. M. Janney

Att

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# EMPLOYEE BULLETIN

No. 544

27 October 1976

## SURVEY OF INTEREST IN FACILITIES FOR PHYSICAL CONDITIONING, RECREATIONAL AND SOCIAL ACTIVITIES

1. The Agency has a strong and continuing interest in the physical conditioning of its employees and in providing opportunities for recreational and social activities that are commensurate with security and cover requirements. This has resulted in the provision of physical fitness facilities wherever possible and in the strong management support that is provided to the Employee Activities Association (EAA).

2. While the use of appropriated funds is restricted in these areas and EAA's resources are limited, it is desired every effort be made to provide the best possible program within available resources. A review of other Federal civilian agencies has been made to determine their success in this regard and the facilities being provided to their employees. This review indicates that the Agency program ranks very high. However, there is always room for improvement.

3. Even during the early planning stages for the Headquarters Building, consideration was given to the possibility of providing a nearby multi-purpose physical conditioning, recreation and social center for employees and, possibly, their families. It was not feasible to carry through those plans for a variety of reasons. One of the major factors was a lack of sufficient private capital and that continues to be a significant problem today.

4. Before giving any further consideration to this matter, there is a need to determine the current interest and preferences of Agency employees. Would a multi-purpose center near the Headquarters Building have sufficient appeal, thus encouraging further action? If so, what should the center contain? Would employees be willing to participate and provide financial support? If not, are there smaller, single or dual-purpose facilities that are desired and can be supported? Where should they be located?

5. In order to find the answers to pertinent questions, the attached survey questionnaire has been prepared. The interest (or lack of interest) on the part of each employee will effect future decisions that are made on this matter. This is your opportunity to express your personal preferences. Please mark your answers to the survey questions, add any comments you would like to make, and forward via office mail to Room 1016 Ames Bldg. Your name is not required. The form should be returned no later than 17 November.

DISTRIBUTION: ALL EMPLOYEES

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1. I believe that an Agency multi-purpose center in the Headquarters Building area =  
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933	(29.6%)	( )	Is urgently needed and would contribute greatly to the morale of employees
1826	(57.9%)	( )	Would be nice to have and would help improve employee morale to some degree
330	(10.5%)	( )	Is unnecessary and would have no influence on employee morale
<u>64</u>	( <u>2.0%</u> )	( )	No opinion
3153	(100 %)		

2. Regarding eligibility to use an Agency center or individual facilities, I would -

683	(22.5%)	( )	Prefer that it be restricted to Agency personnel
1476	(48.7%)	( )	Prefer that it be restricted to Agency personnel and members of their immediate family
673	(22.2%)	( )	Prefer having the opportunity to bring in outside guests
<u>199</u>	( <u>6.6%</u> )	( )	No preference
3031	(100 %)		

5. Family participation would be by -

1716

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☐ Spouse  
☐ Children - specify number by age group

525

\_\_\_\_\_ under 6

494

\_\_\_\_\_ 7-10

558

\_\_\_\_\_ 11-14

743

\_\_\_\_\_ 15 and over

183

☐ Other - indicate number \_\_\_\_\_

859

☐ Not applicable

6. I would use the center or facilities during -

281

☐ 0600 to 0800 hours

479

☐ 0800 to 1600 hours

835

☐ 1600 to 1800 hours

1716

☐ After 1800 hours

2205

☐ Weekends

9. If individual facilities such as tennis courts, bowling alleys or swimming pools were made available, I would prefer that payment for their use be on the basis of -

671	(22.7%)	( )	Fee per individual use
965	(32.7%)	( )	General membership dues permitting unlimited use of all facilities
1126	(38.2%)	( )	Combination of "use fee" and "general dues"
<u>189</u>	( <u>6.4%</u> )	( )	No preference
2951	(100 %)		

10. Regarding financial support of an Agency center, I would be willing to invest the following in shares -

404	( )	<u>\$ <del>0</del> / 24</u>
1042	( )	\$25
628	( )	\$50
647	( )	\$100
27		\$101+